

HISPANIC DIVERSITY WORKING GROUP

MEETING MINUTES

July 16, 1998

PECOS Conference Room, Second Floor at CIT

9:15 am – 11:00 am

Welcome, Chaired by Leonard Romero

Members present were Camille, Jolyn, Josie, Eileen, Rich, James, Mick, and Veronique

Review and Approval of Minutes from July 9 Meeting (9:15)

Motion: Josie moved to accept the July 9 minutes as written. Second by Jolyn. Motion carried.

OS Series Employee Advisory Committee (EAC) Joint Front—OS Series Pay Scale Benchmarking and Pay Equity

Mary Barr, NMT-6, perceived inequities w/OS compared to other structures in areas of hierarchy, career development and salary benchmarking. Hispanic women earn on average \$.53 on the \$1 of White male earnings. Barr suggests that LANL is continuing racially biased differences in salaries by benchmarking OS series positions on a regional basis, which is poor practice.

Barr recommends that EAC partner with HDWG and Women's DWG to get HR and UC support and permission to approach DOE to change the benchmarking practice. Barr suggested the time frame is to form the partnership by late September to produce a study to present to DOE and UC six months later.

A survey of salaries for similar positions in Albuquerque, Dallas and Phoenix shows LANL's OS series wages are ten percent below the three-city average.

Mick suggested partnering with the Climate Survey to include EAC concerns and including Native American and African American Working Groups in the effort, and he offered to help with other Lab contacts.

Reports from Committees:

Hispanic Heritage Month Committee: Camille reported that HHM is coming together. Meetings will be every Monday beginning in August. There will be a kickoff-opening event on September 15 from 11-12:30, which Mick helped get Tom Garcia to attend and \$50 from Joyce Ortega at HR-DO for a plaque. The four speakers will be given \$100 each—Veronique will do the paperwork for honorariums. The banquet is being coordinated with MANA del Norte. It was suggested that we invite the schools in the NNM Network to the Banquet as a lead in to the Educational Forum. Camille recommends that proceeds from Stamps and T-shirts sales go to a senior citizen organization. Eileen reported on her meeting with LA County, which is now saying we need to purchase a Liability Policy for the Tent Event. Veronique will talk to other groups about their involvement in HHM. Jolyn suggested that HDWG members attend other WG meetings and give a personal invitation.

Victory Committees:

Diversity Training: Camille reported she is working on securing a date and location for Rose Moore to do the training by August 17. Training packets and agenda should go to Veronique to distribute. Jolyn reported that five working groups and HDWG agreed to pay \$50 each for the training and the Diversity Council said they would cover the balance, which is \$150. Many thanks to all.

Marketing Strategy: No report.

Management: Jolyn reported the letter to the Lab Leadership went out. It was a description of HDWG's goals, victory committees, and an invitation to attend the meetings. A letter to John Browne also went out.

Education & Outreach: Eileen reported that she met with CIO to discuss the Holiday Drive. As a partnership effort with STB, Eileen hosted two students from Texas for dinner and suggests that others do the same. Eileen will send out an email about students that could use some grass roots mentoring. Rich reported he hired a Hispanic female GRA whom he will send to the school of her choice, and a Hispanic male UGS. He will meet with the University of Colorado President in Pueblo and serves on the school's Technical Advisory Board. He is also hiring staff and a technician. He also is working with the Colorado School of Mines. He reported that Joann Montoya received a Distinguished Performance Award, as did Belinda Padilla, as per Jolyn. It was suggested these two people would also be good to feature on the Diversity Profiles.

Bylaws and Standing Rules

Eileen reported that comments on working draft were due on 7/17. Next meeting they will be available for members' review and comments. She said Section 4.2 about committees will be moved to the Standing Rules.

Educational Forum Update

Jolyn reported the progress Roberto and she made in putting together a white paper for the Educational Forum for the members and Supt. Vargas to review. Others volunteered to be on the committee—Rich, Camille, Leonard, Josie, James. This may take importance like HHM, where all HDWG members are considered committee members. Camille suggested that each member adopt a superintendent and school and maintain constant contact right through the forum. Suggestions included have a reception either the evening before or of the Forum; partner with CIO, STB, Director's Office, NNM Network (Fran Tenorio), and others; include BIA schools and the State Board of Education. It was decided that we would hold regular meetings to prepare the forum beginning after the HHM celebration.

Round Table New Topics and Issues

Veronique reported that the Mid year call for members memo will go Master Management. She will send the memo to the members and requested that we tell her any editions we want so it can be posted Friday.

Motion: James moved the memo get posted Monday so all members have an opportunity to review the memo and make edits by email. Eileen seconded. Motion carried. Memo should also go to subcontractors and DOE and students.

Meeting Adjourned at 11:20 am.